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g. As this program expands, or changes status in reference to Army personnel assigned, civilian CIA instructors may be required on a full time hazardous duty pay status.

h. Statistically:

The number of GS-5 CIA civilian employees who have completed [redacted] training to date and who have received no hazardous duty pay is..... 78

The number of other CIA civilian employees who have completed this training to date, and who have received no hazardous duty pay is..... 5

The number of GS-5 CIA civilian employees now undergoing hazardous training is..... 41

The number of other CIA civilian employees now undergoing training is..... 4

The estimated number of GS-5 civilian employees who will take this training, under present training plans and policy (FY52 and 53) is... 1450 (exclusive of above)

The estimated number of other CIA civilian employees who will take this training, under present training plans and policy (FY52 and 53) is... 150 (exclusive of above)

The estimated number of CIA civilian instructors who may be required on a continuing hazardous duty pay under present training plans and policy (FY52 and 53) is..... 10

3. DISCUSSION

a. In view of the fact that hazardous occupations are recognized in the form of additional pay in other services of the government, individuals participating in the same type of instruction, under the same conditions and working within the same group are entitled to the same consideration.

b. The CIA civilian employee (the CIA civilian instructor excepted) will not be required to continue on a hazardous pay status. He may, in the fulfillment of a perilous and jeopardous mission, be required to use the knowledge gained under instruction. Therefore, the pay increase for this type of hazardous duty should be limited to a three-months' period, except for the instructors, commencing with the month in which he successfully completed that phase of his training.

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c. A GS-7 is entitled to the administrative benefits accruing to a 2nd Lieutenant. Lower ratings are in enlisted status. The approach to the hazardous pay problem for the GS-5 trainee would therefore be to grant him between \$50 to \$100 per month for three months. The GS-5 trainee does not, however, accrue all other advantages given to enlisted men of the services. Therefore, all CIA trainees, regardless of rating, should receive the full hazardous duty pay of \$100 per month for three months.

d. On the hypothesis of parity of duties performed, all who have completed this training should receive the hazardous duty pay retroactively.

e. The estimated cost of financing this project is:

- (1) Retroactively, 83 trainees at \$300 each.....\$24,900
- (2) Presently in training, 45 trainees at \$300
each..... 13,500
- (3) Estimated 1600 trainees FY52 and 53 at \$300
each..... 480,000
- (4) Estimated 10 CIA civilian instructors FY52
and 53 at \$1200 each, adjusted for
partial FY52..... 20,000

f. Assuming funds available, the hazardous duty pay increases for trainees could be accomplished by:

- (1) Temporary promotions of three months' duration at an annual rate of increase of \$1200 per year, or
- (2) A bulk payment of \$300 per trainee out of other funds, such as Confidential Funds, which are directly controlled by the DCI.

The administrative considerations of temporary promotions in all probability eliminate that method as being inefficient and inexpedient, particularly as not only are GS-5 ratings to be considered but others of higher category. Of the two solutions proposed, it is felt that solution (2) would be more acceptable administratively.

4. CONCLUSION

It is concluded that:

- a. All CIA civilian trainees should receive extra pay (\$300) for hazardous duty for a period of three months upon successful completion of the course of training as prescribed by Appendix A.

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b. All CIA civilian instructors engaged in hazardous duty should be placed on a hazardous duty pay status on a basis comparable to that for which the military services are entitled to extra compensation by provisions of law.

5. RECOMMENDATIONS

a. That all CIA civilian trainees currently and in the future undertaking hazardous duty instruction under TRC be granted hazardous duty compensation at a rate of \$300 per trainee, upon successful completion of such courses of training as the Director, CIA may direct.

b. That all CIA civilian instructors engaged in hazardous duty be placed on a continuing hazardous duty pay status at a rate of \$100 per month, qualifying for such continuous pay in a manner identical with that prescribed by law for the military services.

c. That these amounts be paid from Confidential Funds available to the DCI.

d. That hazardous duty pay be similarly paid, retroactively, to individuals who have prior to the approval of this action successfully completed similar training, but not earlier than 2 October 1950.

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Assistant Director of Training (Covert)

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| <u>Pay grade</u> | <u>Monthly rate</u> | <u>Pay grade</u> | <u>Monthly rate</u> | <u>Pay grade</u> | <u>Monthly rate</u> |
|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| O-8..... | \$150.00 | O-1..... | \$100.00 | E-5..... | \$ 60.00 |
| O-7..... | 150.00 | W-4..... | 100.00 | E-4..... | 52.50 |
| O-6..... | 210.00 | W-3..... | 100.00 | E-3..... | 45.00 |
| O-5..... | 180.00 | W-2..... | 100.00 | E-2..... | 37.50 |
| O-4..... | 150.00 | W-1..... | 100.00 | E-1..... | 30.00 |
| O-3..... | 120.00 | E-7..... | 75.00 | | |
| O-2..... | 110.00 | E-6..... | 67.50 | | |

Amount for particular hazardous duties

(c) For the performance of any hazardous duty as prescribed in parts (3)-(9), inclusive, of subsection (a) of this section by officers and enlisted persons qualifying for the incentive pay authorized pursuant to said subsection, officers shall be entitled to be paid at the rate of \$100 per month, and enlisted persons shall be entitled to be paid at the rate of \$50 per month.

Suspension during war

(d) The President may, in time of war, suspend the payment of incentive pay for the performance of any or all hazardous duty.

Aviation cadets excluded

(e) No aviation cadet shall be entitled to receive any incentive pay authorized pursuant to this section.

Limitation of on number of payments

(f) No member of the uniformed services shall be entitled to receive more than one payment of any incentive pay authorized pursuant to this section for the same period of time during which he may qualify for more than one payment of such incentive pay. Oct. 12, 1949, c. 681, Title II, § 204, 63 Stat. 809.

§ 236. Special pay for diving duty—Amount per month

(a) An enlisted person of the uniformed services entitled to receive basic pay and assigned to the duty of diving shall, in addition to basic pay, be entitled to receive special pay, under such regulations as may be prescribed by the Secretary concerned, at the rate of not less than \$5 per month and not exceeding \$30 per month.

Amount per hour for certain depths or conditions

(b) Members of the uniformed services entitled to receive basic pay and employed as divers in actual salvage or repair operations in depths of over ninety feet, or in depths of less than ninety feet,

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when the officer in charge of the salvage or repair operation shall find, in accordance with regulations prescribed by the Secretary concerned, that extraordinary hazardous conditions exist, shall, in addition to basic pay, be entitled to receive the sum of \$5 per hour or fraction thereof while so employed. The amounts authorized to be paid pursuant to this subsection shall, in the case of enlisted persons, be in addition to the amounts authorized pursuant to subsection (a) of this section.

Limitation on number of payments

(c) No member of the uniformed services shall be entitled to receive the special pay authorized pursuant to this section in addition to incentive pay authorized pursuant to section 235 of this title.

Suspension during war

(d) The President may, in time of war, suspend the payment of diving-duty pay. Oct. 12, 1949, c. 681, Title II, § 205, 63 Stat. 810.

§ 237. Special pay for sea and foreign duty

Under such regulations as the President may prescribe, enlisted persons of the uniformed services entitled to receive basic pay shall, in addition thereto, while on sea duty or while on duty in any place beyond the continental limits of the United States or in Alaska, be entitled to receive pay at the following monthly rates:

| <u>Pay grades</u> | <u>Monthly rates</u> | <u>Pay grades</u> | <u>Monthly rates</u> |
|-----------------------|--------------------------|-----------------------|--------------------------|
| E-7..... | \$22.50 | E-3..... | \$ 9.00 |
| E-6..... | 20.00 | E-2..... | 8.00 |
| E-5..... | 16.00 | E-1..... | 8.00 |
| E-4..... | 13.00 | | |

Oct. 12, 1949, c. 681, Title II, § 206, 63 Stat. 811.

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